



# Campus Climate Survey for Staff

SAMPLE

© 2019 Campus Climate Surveys, LLC

Campus Climate Surveys, LLC  
10013 Laureate Way  
Bethesda, MD 20814

[viewfindersurveys.com](http://viewfindersurveys.com)

**9. To what extent has the office for veterans facilitated your adjustment to civilian life?**

- Very much
- Somewhat
- Not much
- Not at all
- N/A

**10. To what extent do you agree or disagree with the following statements?**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
As a veteran, I feel welcome on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a veteran, I feel welcome in the surrounding community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are well-represented on our diversity council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**15. To what extent do you agree or disagree with the following statements?**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
As an employee with a disability, I feel welcome on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As an employee with a disability, I feel welcome in the surrounding community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are well-represented on our diversity council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**16. The accommodations I received while participating in the following met my expectations.**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
The application process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The interview process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The on-boarding process*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* The process through which new employees acquire the necessary knowledge, skills, and behaviors to become effective organizational members.

**19. To what extent do you agree or disagree with the following statements?**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
I can openly express my political views/worldviews on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can openly express my political views/worldviews in the surrounding community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views/worldviews are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views/worldviews are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views/worldviews are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views/worldviews are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with my political views/worldviews are well-represented on our diversity council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COPYRIGHTED MATERIAL

## Campus Climate Survey for Staff

### LGBTQIA+ Staff

**20. \*\*Do you identify as LGBTQIA+\*?**

- Yes
- No
- Not sure
- Prefer not to answer

\* Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual.

COPYRIGHTED MATERIAL

**33. To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
Senior leadership establishes the campus vision for diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership creates a culture of accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership shows a visible commitment to campus diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A written diversity plan is required in my division/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My division/unit is accountable for diversity progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate financial support to drive campus diversity efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our diversity committee is effective at engaging the campus in diversity activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our governing board is supportive of campus diversity efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity efforts should be led by each school with oversight by a central office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have a way to effectively measure our division/unit's diversity success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Campus Climate Survey for Staff

### Personal Experiences of Discrimination<sup>1</sup>/Bias<sup>2</sup>/Harassment<sup>3</sup>

**38. Have you experienced/witnessed any of the following while employed here?  
Check all that apply.**

- An illegal activity
- Bullying
- Discrimination/bias/harassment based on age
- Discrimination/bias/harassment based on gender
- Discrimination/bias/harassment based on gender identity<sup>4</sup>
- Discrimination/bias/harassment based on race/ethnicity
- Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)
- Discrimination/bias/harassment based on disability
- Discrimination/bias/harassment based on veteran status
- Discrimination/bias/harassment based on religion/worldview/spiritual affiliation
- Discrimination/bias/harassment based on a medical condition or illness
- Discrimination/bias/harassment based on socioeconomic status
- Discrimination/bias/harassment based on sexual identity<sup>5</sup>
- Discrimination/bias/harassment based on political views
- Retaliation<sup>6</sup>
- Sexual assault<sup>7</sup>
- None of the above

Other (please specify)

<sup>1</sup> - The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

<sup>2</sup> - A tendency to believe that some people, ideas, etc., are better than others, which usually results in treating some people unfairly.

<sup>3</sup> - A form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990. It is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, or genetics.

<sup>4</sup> - A person's perception of having a gender, which may or may not correspond with their sex at birth.

<sup>5</sup> - How people think of themselves in terms of whom they are romantically or sexually attracted to.

<sup>6</sup> - Punishment for asserting your rights to be free from discrimination, including harassment.

<sup>7</sup> - Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

## Campus Climate Survey for Staff

### Overall Campus Experience

47. To what extent do you agree or disagree with the following statements about the overall climate at our institution?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
I am satisfied overall with my interactions with other employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The welfare of our school takes precedence over donor demands, investment matters, and political interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my campus to others considering working here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Goals of the university are relevant to preparation for the world students will graduate into	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public announcements by our school regarding internal communications and practices are honest and truthful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my off-campus community engagement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All campus personnel are held to the same code of professional ethics and conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our campus is diverse, but not inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our campus is inclusive, but not diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**48. To what extent do you agree or disagree with the following statements about your work experience at our institution?**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
My workload is too heavy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work-life balance is perfect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference attendance is supported	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am underpaid for the work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced microaggressions* in my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development is encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The policy to improve campus climate through diverse hiring is effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are other employees I can get career advice from	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentors are important for junior staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate funding exists to support my professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices are not fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can easily track my improvement in areas of diversity in my annual performance review	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity-related accomplishments are considered in the hiring of staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* Manifestations of prejudice and hatred that are brief and/or subtle but great in the power or magnitude of their consequences.